

The Puget Sound Partnership is seeking a qualified candidate for the position of Salmon and Ecosystem Recovery Director. The position reports to the Deputy Director of the Puget Sound Partnership and manages the Ecosystem Recovery Team. The position will lead and facilitate the leadership of others in the implementation of the Puget Sound Salmon Recovery Plan, which is an integral part of the Puget Sound Partnership's effort to restore Puget Sound by 2020. The position also leads the Partnership's work with local communities to implement the Action Agenda.

VISION

MISSION

The Puget Sound Partnership was established as a state agency by the 2007 Legislature and the Governor to develop and implement an aggressive action agenda for restoring the health of Puget Sound by 2020. The Partnership is a dynamic organization charged with taking a collaborative and accountable approach to accomplishing its mission. It relies on the contributions of a variety of entities, including state, local, federal and tribal governments, community and environmental organizations, businesses, watershed and salmon recovery groups. To achieve its mission the Partnership must successfully engage the public in Puget Sound restoration efforts. The Partnership's work will require creativity, innovation and a wide variety of tools and approaches to engage individuals and groups throughout the region in the stewardship and recovery of Puget Sound. More information on the Partnership is available at our web site: www.psp.wa.gov.

POSITION OVERVIEW AND GOALS

The Salmon and Ecosystem Recovery Director leads and facilitates the leadership of others in the implementation of the Puget Sound Salmon Recovery Plan and also supports the Partnership's work with local communities to implement the Action Agenda. The Director is responsible for designing, directing, and facilitating implementation activities across Puget Sound to recover salmon to sustainable and harvestable levels. This position is responsible for creating accountability among federal, state, local and tribal governments as well as the watershed groups and private groups as they carry out the requirements of the federally adopted Puget Sound Salmon Recovery Plan. The Director is also responsible for integrating Puget Sound Chinook recovery efforts with other salmon recovery efforts, other species conservation and recovery efforts, and the Action Agenda. Further, this position is responsible for development and support of Local Integrating Organizations around Puget Sound. The Director supervises a team of Ecosystem Recovery Coordinators in a way that supports the above-identified responsibilities.

PRINCIPAL RESPONSIBILITIES

- Provide facilitation for the work of the Puget Sound Salmon Recovery Council. Work with the chair to establish agendas. Provide support to committee members and provide updates and summaries of projects and work program issues.
- Facilitate the Watersheds Leads Group meetings and provide process support. Update members on political support and issues across the region. Support the development of policy issues and proposals to bring to the Puget Sound Salmon Recovery Council.

- Facilitate meetings and other communications amongst members of the Recovery Implementation Technical Team. Provide policy insight and interface to this salmon recovery science team as necessary to ensure their work is well coordinated with the Recovery Council and watershed leads. Work in collaboration with the Chair of the Recovery Implementation Technical Team to develop and implement annual work programs.
- Complete watershed-scale adaptive management programs using “Open Standards” format, with assistance of Recovery Implementation Technical Team. Identify funding to support Recovery Implementation Technical Team members with this work.
- Support the development of budgets and resource needs at the watershed and regional level to implement the recovery plan. Participate in regional, federal, and state decision processes to advocate for funding and programs. Work with the Executive Director to identify and meet specific support needs for effective salmon plan implementation.
- Advocate for support and funding to maintain local capacity for implementation of the Salmon Recovery Plan and Action Agenda
- Identify obstacles to salmon recovery and implement innovative approaches to achieving community consensus to resolve obstacles.
- Advance steelhead recovery planning as funding allows.
- Manage Ecosystem Recovery Coordinator staff including recruitment, hiring, training, and performance evaluation
- Facilitate and direct strategic and coordinated communications among Partnership staff, partner entities, Partnership contractors, and salmon recovery groups.
- Work with existing local integration organizations to foster inclusion, accountability, and efficiency in implementing and updating the Action Agenda at the local scale.
- Work with marine resource committees, watershed planning units, shellfish protection districts, local governments, tribes, state and federal agencies, and watershed groups to support specific projects to implement the Action Agenda at the local scale, with a focus on habitat protection, water quality, and fostering improved local coordination.
- Manage Partnership’s Salmon and Ecosystem Recovery finances and budget, budget submittals, reporting, and external resource allocation decisions

KNOWLEDGE, SKILLS and ABILITIES

- Communication orally and in writing at a high level
- Facilitation of collaborative multi-party efforts
- Understanding and connecting interests among diverse stakeholders
- Knowledge of salmonid ecology and biology
- Experience with Endangered Species Act recovery planning
- Knowledge of Ecosystem Based Management
- Project management from project planning through effectiveness monitoring
- Knowledge of Washington and federal environmental programs and institutions governing and implementing key habitat, harvest, and hatchery management programs
- Understanding of watershed issues and local governments
- Ability to conduct complex policy and technical analyses
- Management experience including supervision, budget, program development, and report preparation

DESIRABLE EDUCATION AND EXPERIENCE

The successful candidate should have:

- Bachelor’s degree (or higher) in natural resource management, fisheries, ecology, or other environmental science, public policy, or related field
- A minimum of five years of professional experience in natural resource management or environmental issues
- Working knowledge of the Puget Sound Action Agenda and the Puget Sound Salmon Recovery Plan
- Supervision experience is desired

- Experience in meeting facilitation is desired
- Experience in effectively communicating to senior executives, agency staff, stakeholders and the public

COMPENSATION

Salary is dependent on experience, not to exceed \$102,000 annually. This position serves at the pleasure of the Executive Director. Washington State has a generous benefit package including health, dental and life insurance, retirement, and an optional deferred compensation program. You may go to www.hca.wa.gov for health benefit information and www.drs.wa.gov for retirement benefit information.

APPLICATION PROCESS

To Apply visit: www.careers.wa.gov and search for Salmon and Ecosystem Recovery Director.

To be considered for the opportunity, the following must be included in your online application:

1. A letter of interest describing relevant qualifications;
2. A detailed resume including education and employment history; and
3. The names of three professional references with current contact information.

For questions about this recruitment, please email evano@dop.wa.gov.

Applications will be screened and only those candidates who most closely meet the desirable education, skills, knowledge, and abilities will be interviewed.

Application Deadline: This recruitment closes 5/24/11 at 5pm. By submitting materials, you are indicating that all information is true and correct. The state may verify information. Any untruthful or misleading information is cause for removal from the applicant pool or dismissal if employed. The Partnership may hire only those who are legally authorized to work in the United States.